

The Company's Integrated Management policy, of which Top Management is expressly committed and comprised of Quality, the Environment, Energy, Hygiene, Health and Safety and Compliance. 公
司最高管理层明确承诺的综合管理方针，包括质量，环境，能源，卫生，职业健康安全和合规。

This policy is binding for the following locations of the Menshen Group:

本方针适用于曼盛集团的下列场所：

Georg MENSHEN GmbH & Co. KG

MENSHEN Packaging CIS, LLC

MENSHEN Iber S.L.

MENSHEN Packaging (Shanghai) Co., Ltd.

MENSHEN Packaging (Guangzhou) Co., Ltd.

MENSHEN Packaging USA, Inc.

MENSHEN Mexicana S. de R.L. de C.V.

Menshen Colombia S.A.S.

Menshen d.o.o.

The stated goal of the company's Top Management is to bring safe and legally compliant products to the market. The term quality therefore does not exclusively refer to the quality of the products we manufacture, but rather it stands for a mindset and thus for a significant part of the corporate culture. Management actively involves the workforce in developing this culture and demands and encourages appropriate behavior.

公司最高管理层的目标是将安全合规的产品推向市场。因此，“质量”一词并不仅仅指我们生产的产品质量，而是代表一种观念价值，从而成为企业文化的重要组成部分。管理层需要积极地让员工参与到企业文化的发展，并鼓励员工为之遵守适当的行为规范。

Clearly described processes are the basis for transparency and reproducibility within the Menshen Group worldwide. In this way we ensure that we provide our customers with a service and a product from every location of the Menshen Group that meets the strict demands of our customers, the demands on us and the demands of the society in which we live.

在曼盛集团全球范围内，清晰地描述过程是实现公开透明和可重复性的基础。通过这种方式，我们确保为我们的客户提供来自曼盛集团各个场所的服务和产品，以满足客户的严格要求、我们自身的要求以及我们所生活的社会的要求。

Although the customer is the focus of our actions and achieving a high level of customer satisfaction is a declared goal, we keep in sight our social responsibility for the people who are directly and indirectly employed. The careful use of direct and indirect environmental resources is just as vital as the protection of the people we have employed. Our business activity takes place in a societal field of tension, in which the most diverse parties direct their expectations to us. We face this social responsibility every day and actively include it in our global and local action and decision-making processes.

客户是我们行动的焦点，实现高水平的客户满意度是我们公开声明的目标，同时我们始终关注对直接和间接雇员的社会责任。谨慎使用直接和间接的环境资源与保护我们的雇员同样重要。我们的商业活动发生在一个多元的社会领域，在这个社会中，各方都把期望寄托在我们身上。我们每天都面对这一社会责任，积极将其纳入我们全球和地方的行动和决策过程。

Our prior success would not have been possible without our customers. The customer not only associates the Menshen Group with the highest quality, but also our intensive activities about sustainability. The development of products that not only consumes fewer environmental resources, but also with improved recyclability, is just as much a field of activity as the processing of recycled or alternative raw materials. With these activities, we help to reduce our common carbon footprint, the product carbon footprint, and thus the effects of our business activities. We involve our suppliers in this process with their know-how in this subject. These activities are controlled by a holistic process of continuous improvement.

没有我们的客户，我们就不可能取得先前的成功。客户不仅将曼盛集团与最高品质联系在一起，也将曼盛集团与可持续发展紧密联系在一起。开发环境资源消耗少且具有更好可回收性的产品，与加工可回收或替代原材料一样是一个活动领域。通过这些活动，有助于减少我们的公共碳足迹，产品碳足迹，从而减少我们商业活动的影响。我们需要借助于供应商在这领域的专业度并让其参与到这个过程中来。这些活动都通过持续改进过程得以控制。

It starts with marketing and continues through all phases of the product development process such as planning, development, purchasing, production, and delivery up to the qualified support of our customers. In all these processes, data is generated and evaluated, which is used to identify weak points, determine their causes, define, and implement measures to eliminate them, and then evaluate their effectiveness.

从市场营销开始，并持续贯穿产品开发过程的所有阶段，如计划、开发、采购、生产和交付，直到得到客户的全力支持。在所有这些过程中，数据得以生成和评估，并被用来识别弱点，确定原因，定义并实施消除它们的措施，然后评估其有效性。

The issue of sustainability is of great importance for the Menshen Group. We therefore not only concentrate on ourselves, but consistently involve our suppliers in this strategy. This is done by building sustainable supply chains - a process that is controlled by our Purchasing Department.

对于曼盛集团来说，可持续发展是一个非常重要的问题。因此，我们不仅专注于自己，而且不断地让我们的供应商参与到这一战略中来。通过建立可持续的供应链来实现这一过程并最终由我们的采购部门来加以控制实现。

In all our actions the protection of natural resources is always our main concern. Focusing on the environment, the energy used and considering economic aspects, this results in a continual optimization of the energies used. One important aspect is the responsible and careful use of energy, especially those energies that are generated from limited fossil fuels. This target is supported by investments into the preservation, modernization, and further development of the energy efficiency of the equipment and facilities. By reducing the energy consumption or by making a better use of energy sources, we are permanently striving to optimize our company's energy efficiency. Every member of staff is required to minimize energy consumption by responsible behavior. These measures help to protect the environment on the one hand and are also an important contribution towards the Group's future economic competitiveness on the other hand. The environmental objectives defined by management are subject to regular review and any necessary adjustment. In this context we commit ourselves to compliance with applicable legal obligations and, if any, self-defined provisions.

在我们所有的行动中，保护自然资源始终是我们关注的重点。聚焦环境、能源使用和考虑经济因素，持续优化能源使用，负责的、谨慎的使用能源，尤其是那些从有限的矿物燃料中产生的能源。这一目标的实现通过工厂及设施设备的维护、技术改造及进一步提高的能源效率投资中获得支持。通过减少能源消耗或者更好的利用能源资源，我们持续地努力优化公司的能源效率。每一位员工都被要求通过负责任的行为减少能源消耗。这些措施既有利于保护环境，也在集团未来的经济竞争中起到重要作用。管理者界定环境目标并定期评审，必要时适当调整。我们承诺遵守适用的法律义务、以及(如果有的话)自定义的规定。

Being a supplier of packaging components for the cosmetics, pharmaceutical, chemical, detergent, and food industries, we are aware of the fact, that compliance with hygiene regulations is an essential requirement on the part of our customers. In recent years the supply of our products to customers in the food industry has steadily increased. For this reason, it is of the utmost importance that our products actively contribute to food safety. To be compliant with these regulations ensures the safety of customers and consumers. For this reason, we have introduced and implemented a hygiene management system that meets the requirements of the GFSI (Global Food Safety Initiative). By training our employees at regular intervals we strive to keep up and continuously develop their awareness and understanding for this important topic. Furthermore, we also integrate our visitors in this process by asking them to comply with basic hygiene regulations when they check in.

作为化妆品、药品、化学品、清洁剂及食品行业提供包装组件的供应商，我们知道符合卫生条例是客户基本的要求。近年来，我们食品相关产品的业务在稳步增加。因此，我们的产品在积极促进食品安全是至关重要的。遵守这些规定可确保客户及消费者的安全。为此，我们引进和实施卫生管理体系以满足全球食品安全倡议(GFSI)的要求。通过定期培训员工，努力保持并持续提高他们对这一重要要求的认识和理解。此外，我们同样要求访客在进入工厂时符合基本的卫生规定。

Our company's essential assets are our employees. Only qualified and motivated employees are able to grow with the tasks and requirements that our company is facing. It lies within the responsibility of the management to plan the assignment of the personnel and their development in such a way as to achieve optimum results for the employees and the company. We respect the right, that our employees could

unionize themselves to carry out collective negotiations. It is the company's goal to involve, inform, and encourage participation from our employees.

员工是我们公司不可或缺的财富，只有合格的、积极的员工才能随着公司面临的任务和要求而成长。管理人员的职责是规划人员的分配和发展，以达到员工和公司的最佳结果。我们尊重员工加入工会进行集体谈判的权利。公司的目标是让员工参与、告知并鼓励他们参与。

Another aspect in this context are health and safety. As a company we attach great importance to working conditions which guarantee a high degree of safety, and which do not endanger our employees' health. We ensure this high standard by complying with the local laws, regulations, and directives on the one hand, and by implementing various site-specific programs on the other hand.

另一个方面是健康和安全，作为一家公司我们非常重视保证高度安全的工作条件，不危害员工的健康。我们通过遵守当地的法律、法规和指令，同时实施各种特定场所程序要求来确保此高标准的实现。

The Menshen Group stands for compliance, sustainability and therefore safety. This regards both our external and internal relationships. For this reason, we undertake to observe the laws, regulations, and directives of those countries in which we are doing business. Furthermore, this also includes the obligation to observe the internal company rules and guidelines. We have defined these common values in a Code of Conduct, which we have made available to all our employees as a guiding principle for the entire Group.

曼盛集团代表着合规、可持续和安全，这既关系到我们的外部关系，也关系到内部关系。为此，我们承诺遵守开展业务国的法律、法规和指示，遵守公司内部规定和指导方针。我们在行为准则中定义了这些共同的价值观，并将其作为指导原则提供给集团内的全体员工。践行这些价值观是曼盛集团全体员工的责任。

To ensure the protection of natural persons when handling personal data, the relevant processes in our company comply with the EU Directive 2016/679. As part of our business activity, we put into practice and highly emphasize the importance of protecting undisclosed know-how and business information (trade secrets) against their unlawful acquisition, use and disclosure as defined in EU Directive 2016/943. In addition, corresponding national laws and regulations of the countries in which we do business, apply. When it comes to all compliance-related issues, managers have a key role role-model function.

为了确保在处理个人数据时保护个人信息，我们公司的相关流程符合欧盟指令 2016/679。作为我们业务活动的一部分，如欧盟指令 2016/943 所定义，我们承诺并高度强调保护未披露的专有技术和商业信息（商业秘密）的重要性，以防止其非法获取、使用和披露。此外，适用与我们开展业务所在国家的相应法律法规。当涉及到所有与合规性相关的要求时，管理层具有关键的榜样作用。

Our business policy is based on working only with those partners who share our values, which is why we also share our Compliance Guidelines with our business partners. In addition, our Compliance Guidelines are published on our website. We only work with companies that recognize this guideline as binding or provide traceable evidence that they have their own corresponding policy. This is another important step in the topic of corporate social responsibility.

我们的商业政策是基于只与那些与我们有共同价值观的合作伙伴合作，这就是为什么我们也与我们的商业合作伙伴分享我们的合规指南。此外，我们的合规指南发布在我们的网站上。我们只与那些认可本行为准则具有约束力或拥有自己相应的一套行为准则能提供可追溯证据的公司合作。这是企业社会责任主题的又一个重要步骤。

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